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LET STARPOINT DO THE
HIRING FOR YOU
on site, on target

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MANAGED SERVICE PROVIDER PROGRAM
PROCESS

LET US MANAGE YOUR HIRING PROCESS

Starpoint's MSP Program

Starpoint's Managed Service Provider Program manages your entire recruiting and hiring process—from screening to billing—at no administrative cost to you. We rely on our proven recruiting process, expert recruiters, network of experienced staffing firms, and our proprietary InstiHire™ system to find the talent you need.

A Quick Process for Fast Results

It's seamless and easy to get started. Depending on your staffing needs and hiring practices, we will:

▸ Place a Recruiting Manager at your site as a single point-of-contact
▸ Carefully audit vendors to check rates, compliance issues, insurance status, and financial stability
▸ Coordinate resources and processes using our proprietary online InstiHire system
▸ Thoroughly screen candidates before presenting
▸ Help you define requirements and write job descriptions
▸ Handle all negotiations
▸ Manage the entire process—recruiting, hiring, managing your vendors, scheduling interviews, payroll, and billing
▸ Check all background and work references
▸ Help you reach additional vendors through our nationwide network of staffing firms
▸ Monitor your satisfaction

Starpoint's Successful Processes

Starpoint has a long history of successfully integrating our processes with our client's processes. We offer a simple process and a flexible, high-touch approach to managing your program, including:

▸ Responding to all submission within 24 hours
▸ Scheduling all interviews in a professional manner
▸ Being available to all Managers and Suppliers on a 24 x 7 basis
▸ Producing in-depth reports to client's hiring managers

Proven Benefits of Our MSP

▸ Cost-saving initiatives and volume rebates
▸ Access our InstiHire system 24/7 to view accurate stats before making decisions
▸ Focus on business issues and growth instead of the hiring process
▸ Establish and maintain integrity of Supplier List
▸ Supplier flexibility and client-sourced candidates
▸ Establish Rate Card to use as a guideline
▸ Capturing Spend/Cost Optimization History
▸ Monitoring Consultant and Supplier performance

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OUR PROVEN MSP TOOLS & RESOURCES

Starpoint's Infrastructure: Our Tools, Personnel, and Resources

With Starpoint's MSP Program, you have the full support of all of our tools and resources, including your Starpoint Recruiting Manager, our management, administrative and operations teams, and more.

- **Starpoint Recruiters:** Your Starpoint Recruiting Manager is backed by all of Starpoint's personnel and resources, including our more than 100 recruiters nationwide

- **InstiHire:** Proprietary candidate/hire database/application. Stores and reports all candidates' data and hire information

- **SAGE Timesheet Pro (TPRO):** Electronic web-access timekeeping, time approval, and time reporting system(Contingent Worker & client Manager provided with own log in credentials)

Mitigating co-employment risk

To mitigate co-employment risk, Starpoint works only with committed, qualified Suppliers, and takes proactive steps to strengthen the relationships between Suppliers and Managers.

We take the time to educate Suppliers, Consultants, and Managers. We manage Contingent Labor Contracts with end dates and work closely with client to maintain differences between Employees and Contingent Labor.

Starpoint MSP Program Successes

We've managed MSP Programs for some of the largest companies. Here is one of our recent success stories:

Major Investment Management Firm

Since 2003, Starpoint has served as this firm's Managed Service Provider for several programs.

In 2014, as MSP, we filled 200 new reqs while managing 50 Vendors.

- 2003 awarded MSP program for IT full-time positions
- 2009 awarded MSP program for IT contingent labor positions
- 2014 awarded MSP program for non-IT contingent labor positions

A RIGOROUS SCREENING PROCESS
TO PRESENT ONLY THE
VERY BEST CANDIDATES

A Thorough Evaluation

To ensure that candidates are in compliance with your requirements, we perform a thorough evaluation, including:

- Everify checks for I-9 accuracy/employment eligibility
- Phone and in-person interviews
- Background and work reference checks
- Technical evaluations (for IT positions)
- Credit checks
- Criminal (local, federal, and national) checks
- Cultural fit and communication skills
- Drug tests (at a client's request)
- Education verification
- Social Security verification
- Sexual offender database checks
- HIPAA testing
- DMV report checks

Our Four-tier Screening Process

To provide the best resources, we use a four-tier process to select, screen, present, and monitor our candidates:

1 Starpoint's experienced recruiters perform an initial screening before adding candidates to our database and sending them on for further review.

2 Trained from a functional and technical perspective, resource managers source, screen, and interview candidates. Approved candidates are then forwarded.

3 The Account Manager then determines if the candidates would be a solid fit. Starpoint Practice Managers and subject matter experts conduct a final, detailed analysis to ensure the candidate meets the client's criteria.

4 Starpoint will either meet locally with candidates or conduct a video conference interview prior to submitting to the client. To prepare them for an assignment or interview, Starpoint actively supports, mentors, and coaches its candidates.

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FACTS & STATS

1982	13	100+	850	90%
YEAR FOUNDED	OFFICES NATIONWIDE	RECRUITERS	EMPLOYEES NATIONWIDE	REPEAT BUSINESS RATE

Starpoint is a privately held consultancy firm.

Since our start in 1982, Starpoint has provided expert professionals & reliable project solutions to build project teams, outsource development projects, implement ERP & Enterprise Cloud Solutions, and supplement staff.

Whether you're looking to hire or be hired, turn to Starpoint Solutions.

We have 850 professionals nationwide whose sole goal is to partner closely with our clients and candidates to solve their needs and **ensure complete satisfaction.**

STARPOINT PROVIDES EXPERT PROFESSIONALS & RELIABLE PROJECT SOLUTIONS TO HELP YOU:

BUILD PROJECT TEAMS	OUTSOURCE DEVELOPMENT PROJECTS	IMPLEMENT ERP & ENTERPRISE CLOUD SOLUTIONS	SUPPLEMENT YOUR STAFF

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